

# 2013 Annual Diversity Report



## THE OFFICE OF INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

### VISION STATEMENT

Case Western Reserve  
University values excellence  
by advancing diversity  
through inclusive thinking,  
mindful learning and  
transformative dialogue.

**Featured on the cover:** John H. Flores, PhD, assistant professor of History and Climo Junior Professor;  
Naomi Sigg, director of the Office of Multicultural Affairs; and second-year nursing student Moody Bennett

**Credits:**

Cover and main story photos by Russell Lee; other photos by Eric Benson and Randy Blackford  
Will Gibson assisted with Tinkham Veale Construction article

## **DIVERSITY STATEMENT**

Case Western Reserve University aspires to be an inclusive environment, believing that the creative energy and variety of insights that result from diversity are a vital component of the intellectual rigor and social fabric of the university. As a scholarly community, Case Western Reserve is inclusive of people of all racial, ethnic, cultural, socioeconomic, national and international backgrounds, welcoming diversity of thought, pedagogy, religion, age, sexual orientation, gender identity/expression, political affiliation and ability. We believe in a culture of inclusion that encourages relationships and interactions among people of different backgrounds, a culture that enhances human dignity, actively diminishes prejudice and discrimination and improves the quality of life for everyone in our community.

## **MISSION STATEMENT**

The mission of the Office of Inclusion, Diversity and Equal Opportunity is to provide support and guidance and to promote equitable and fair treatment in employment, education and other aspects of campus life.

The office serves as a resource to the university in the interpretation, understanding and application of federal and state equal opportunity and affirmative action laws and regulations.

Ultimately, the office supports the university's mission by providing strategic leadership in the development of policies, procedures and programs that will help foster diversity, inclusiveness and a welcoming environment for faculty, staff, students and others.

## FROM THE PRESIDENT

To the Case Western Reserve Community,

As I write this, the university is mailing Early Action acceptance packets to potential members of our fall 2014 class. Among the recipients: 50 percent more underrepresented minority students than last year's early applicant pool.

This increase is no accident. These highly accomplished students have their choice from among the nation's top colleges. Increasingly, they are choosing us.

That is because they can see themselves here. In our faculty and staff. In their fellow students. In our classrooms and labs. They see a campus known as much for innovation and discovery as for vibrant neighborhoods and a strong sense of community.

They see a place where they belong.

The Office of Inclusion, Diversity and Equal Opportunity (OIDEO) has worked tirelessly to foster the inclusive environment for which we are becoming known. From our first-ever Diversity Strategic Action Plan to award-winning programming, OIDEO has helped reshape the way we work, the ways our students learn and the ways we all interact. We are not finished yet.



Case Western Reserve is committed to increasing access to higher education to members of underserved communities. Through scholarships, direct engagement with high schools and programs that expose young people to campus life, we aim to position our university as a great choice for college—and an attainable one. In this report, you will glimpse the many people and projects that help us realize this goal.

As students eagerly await acceptance letters, we enthusiastically await their arrival.

A handwritten signature in black ink that reads "Barbara R. Snyder". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Barbara R. Snyder  
President  
Case Western Reserve University

## FROM THE VICE PRESIDENT OF INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

Greetings,

As I reflect on the past year, I am proud to report that many of our efforts to advance diversity and promote inclusion and equal opportunity have come to fruition. The year was one of great strides and accomplishments.

The Power of Diversity Lecture Series was expanded to introduce the Viewpoint Forum and the university has established new employee resource groups to increase staff and faculty engagement. Both of these initiatives are recommendations contained in the university's 2011 Diversity Strategic Action Plan. In addition, steps have been taken to enhance existing initiatives, including our popular Train the Champion program and the work and structure of the Diversity Leadership Council.

We are proud to announce that Case Western Reserve University was entered into the Cleveland Commission on Economic Inclusion's Hall of Fame for receiving Best in Class for Workforce Diversity for a third year and we received our second national Higher Education Excellence in Diversity award from *Insight Into Diversity* magazine.

The annual report highlights the myriad of ways we are advancing diversity. The year 2013 brought two dynamic leaders to campus for our Power of Diversity Lecture Series—Dr. Johnnetta Cole, director of the African Museum of the Smithsonian Museum, and John Quiñones, ABC news



anchor of *What Would You Do?* Highlights on the CWRU Gelfand STEM Center and new courses that focus on diversity and social justice issues illustrate the ways we are advancing diversity with mindful learning. With the first Diversity Town Hall in April and the inauguration of the first NAACP student chapter on campus in the university's history, the vision for transformative dialogue is clearly coming into focus as well.

Even as we share these achievements, we reiterate that the work must continue as we strive to make CWRU an even more dynamic place to work and learn. Ultimately, we hope this report will inspire you to join the work.

A handwritten signature in black ink that reads "Marilyn S. Mobley". The signature is fluid and cursive.

Marilyn S. Mobley

Vice President

Inclusion, Diversity and Equal Opportunity

## ADVANCING DIVERSITY THROUGH INCLUSIVE THINKING



The executive leadership team of Alianza Latina/Latino Alliance includes Jenneffer Marizan, program coordinator, Office of Multicultural Affairs; Suzanne Rivera, PhD, associate vice president for research; Edwin Mayes, director, First-Year Experience; and Damaris Puñales-Alpizar, PhD, associate professor of Spanish.



After nearly a year of planning and discussions, Case Western Reserve University launched its first cultural employee resource group (ERG) in the fall. The group, Alianza Latina/Latino Alliance, is open to all staff and faculty, regardless of ethnic background. However, the group will focus on supporting Latinos on campus and addressing their needs and concerns.

The executive leadership team of Alianza Latina includes Suzanne Rivera, PhD, associate vice president for research; Jenneffer Marizan, program coordinator for the Office of Multicultural Affairs; Edwin Mayes, director of First-Year Experience; and Damaris Puñales-Alpizar, PhD, associate professor of Spanish.

Although still in its infancy, Alianza Latina/Latino Alliance has already outlined an ambitious agenda. The group's priorities include supporting CWRU's Latino and Hispanic students, engaging with the local Latino community and highlighting Hispanic Heritage Month, which is celebrated nationally from September 15 to October 15.

Participants at the first two meetings of the group noted that Hispanic students, who make up about 5% of CWRU's student population, can often feel isolated on campus. The group agreed that there is a need to provide personal, emotional and academic support to students in an effort to help them succeed in and outside the classroom. Members plan to become involved with a Latino student mentoring program operated by CWRU's Office of Multicultural Affairs.

"We really want to show the students that there are Latino faculty and staff on campus who care about them and want to support their success," said Rivera, the executive sponsor of the group.

In addition, the group feels strongly that there should be more prominent and campus-wide events in celebration of Hispanic Heritage Month. The celebrations would provide opportunities to educate the campus and local communities, honor the rich cultural heritage of Hispanics and Latinos and provide events to bring Latino students, staff and faculty together. Members also discussed plans to develop partnerships with local Hispanic/Latino organizations, develop a resource guide of local agencies and reach out to newly hired Hispanic and Latino staff and faculty.

Representatives from the CWRU's Office of Faculty Diversity, Human Resources, the Lesbian Gay Bisexual Transgender Center and the Office of Inclusion, Diversity and Equal Opportunity were instrumental in proposing and establishing cultural ERGs.

Establishing cultural ERGs was among the recommendations included in the university's 2011 Diversity Strategic Action Plan. The groups are expected to provide support to underrepresented individuals on campus, increase engagement and job satisfaction and improve employee retention. Additional ERGs are expected to be established in spring 2014.

## ADVANCING DIVERSITY THROUGH MINDFUL LEARNING



The staff of the Leonard Gelfand STEM Center include Me'lani Joseph, director of engineering; James Bader, PhD, executive director; and Kathryn Kwiatkowski, PhD, director of mathematics and science.



Case Western Reserve University's Leonard Gelfand STEM Center is leveraging the university's unique resources to engage and excite local youth about Science, Technology, Engineering and Mathematics (STEM) disciplines. Through a variety of collaborative programs and projects, the center is working to encourage more underrepresented pre-college students to study and ultimately pursue careers in STEM.

The center, launched in January 2013, is a collaboration of the College of Arts and Sciences and the Case School of Engineering. It partners with a number of schools, youth organizations and local informal science organizations, including the Cleveland Botanical Garden, the Nature Center at Shaker Lakes, the Great Lakes Science Center, the Cleveland Museum of Natural History, the Cleveland Metroparks and local library systems.

"The goals of the center are to increase the number and diversity of students in the STEM disciplines at CWRU and elsewhere and to increase students' scientific literacy through innovative STEM programs," said James Bader, executive director of the Gelfand STEM Center. In addition, the center provides access to STEM programs to students who otherwise might not be exposed to these fields of study in an exciting and intriguing manner. Bader is assisted in the center by Me'lani Joseph, director of engineering, and Kathryn Kwiatkowski, director of mathematics and science.

The center is not a single program but rather it assists in and coordinates various STEM related programs in conjunction with on-campus and external partners. Since its inception, the center has been involved with an Engineering Challenges Carnival for students, summer camps for youth in conjunction with a national technology education organization and, in collaboration with the Cleveland Metroparks, a program that provides authentic field research opportunities for youth.

The strategies and activities of the center build on more than a decade of research and work by CWRU's Center for Science and Mathematics Education and faculty and staff from the university's School of Engineering. Many of the programs the center is involved in are intentionally small in number but seek to have a high impact through sustained interaction, Bader said. However, the center is also involved in larger programs, such as the Science Olympiad (which involved nearly 1,000 students) and the Gelfand Science and Engineering Fair (nearly 4,500 participants). Bader estimates that in its first year, the center has reached approximately 7,500 students.

The center is named in honor of a relative of the center's primary funder and financial supporter. It also receives funds from external grants and the College of Arts and Sciences and the School of Engineering.

## ADVANCING DIVERSITY THROUGH TRANSFORMATIVE DIALOGUE



Founding members and officers of the university's NAACP chapter are Jazmine Kirkland, vice president of the chapter; Janice Eatman Williams, advisor for the chapter and assistant director of CWRU's Center for Civic Engagement and Learning; and Nathanaelle "Onyi" Ibeziako, chapter president.



Social justice and equality issues on campus gained new champions this fall with the establishment of a Case Western Reserve University chapter of the civil rights organization, the National Association for the Advancement of Colored People (NAACP).

After months of planning, the aspirations of Chapter President Nathanaelle "Onyi" Ibeziako, Vice President Jazmine Kirkland and Chapter Advisor Janice Eatman Williams came to fruition when the chapter received full accreditation in October 2013 and an official installation ceremony was held on campus in November 2013.

So what would make two young women of Generation-Y want to establish a chapter of the nation's oldest civil rights organization? "We sought to form an organization that was politically sound and that would give the minorities of CWRU a voice," said Ibeziako, a sophomore from Cleveland who is majoring in biology and medical anthropology.

Both women were introduced to the NAACP years earlier and embraced its mission. Kirkland attended NAACP meetings in Painesville, Ohio with her grandparents when she was seven. "I have vivid memories of elders standing up to speak about scholarships for minorities, voter registration strategies, immigrant rights and prostate cancer issues..." said Kirkland, a sophomore from Cleveland majoring in chemical engineering, pre-medicine. As a high school student at Gilmore Academy in Gates Mills, Ohio, Ibeziako was introduced to the work of the NAACP. "It was around the time of the 2008 primaries and I could not resist the fever of the times," she said.

The campus NAACP plans to focus its attention on issues that impact young adults. "Educational inequities and voting rights issues are central to us," Ibeziako said. In addition, "we will work to equip young minorities with tools for influencing legislation and policies in their environments rather than just complaining."

Kirkland noted that new strategies are needed to engage young people in social justice and equality issues. Unfortunately, many young people do not see the various ways that racism and inequality are embedded into the social fabric, she said.

Within a month of receiving its accreditation, the campus chapter had 53 paid staff, faculty and student members. The chapter is open to the entire CWRU community, including alumni. It plans to collaborate with local NAACP chapters on voter registration drives and seek grant funding in order to bring to campus high-profile speakers and sponsor programs.

The chapter's advisor, Williams said she was honored when the students asked her to work with them on establishing the chapter. "The NAACP...is an organization that I have long respected and been connected to for its efforts to educate, empower and transform society, communities and people's lives." Williams is assistant director of CWRU's Center for Civic Engagement and Learning.

## ADVANCING DIVERSITY THROUGH MINDFUL LEARNING

### **New Course to Focus on Oppression and Privilege Issues**

The Jack, Joseph and Morton Mandel School of Applied Social Sciences (MSASS) is preparing to offer a new undergraduate course entitled “Oppression and Privilege in a Multicultural Society.” The course is designed to provide students with an understanding of and appreciation for the dimensions of oppression and privilege in a multicultural world. It will focus on such topics as marginalization, exploitation and social justice. The course will be offered beginning fall 2014 as part of MSASS’s new minor in social work for undergraduates. The minor, offered for the first time in 2013, provides an opportunity for undergraduates to study social work and social justice issues from an applied, hands-on perspective.

### **CWRU Program Teaches Urban Youth About Health and Wellness**



What began as an educational activity for a summer camp for urban youth has now been extended to a stand alone program offered throughout the school year. Anatomy Camp at CWRU’s School of Medicine was first offered in 2011 as an activity during a summer camp at which CWRU medical students taught campers about their bodies and health and wellness through hands-on exposure to models and specimens, including human brains, lungs, hearts and bones.

However, after the camp, medical students requested the opportunity to engage with local urban youth during the school year, so Me’lani Joseph of the university’s Gelfand STEM Center and Susanne Wish-Baratz, PhD, of the Department of Anatomy extended

their partnership to create Anatomy Camp. This program brings urban school children to the School of Medicine to learn about human anatomy, wellness and careers in medicine and engineering. Medical and biomedical engineering students create and facilitate age appropriate small-group sessions that ignite curiosity about organ systems, lifestyle choices and biomedical innovations.

Anatomy camp was further expanded through a grant from the Weatherhead Institute for Family Medicine and Community Health and the Clinical and Translational Science Collaborative to include a year-long partnership with the North Star Collaborative, a program for urban girls hosted by Laurel School, a local independent K-12 school for girls. Overall, about 2,000 youth have been involved in the Anatomy Camp program.

### **Police and Security Officers Receive Training On LGBT Issues and Inclusion Strategies**

In fall 2013, all Case Western Reserve University police and security officers were required to attend a training session on Lesbian Gay Bisexual and Transgender inclusion strategies. In addition, police will work with LGBT student organizations to ensure students know “they are safe and supported by the campus police,” said Elisabeth “Liz” Roccoforte, LGBT Center Director. She noted that the training and outreach efforts are not the result of an incident on campus but rather the university being proactive, rather than reactive.

## ADVANCING DIVERSITY THROUGH TRANSFORMATIVE DIALOGUE

### **Viewpoint Forum Promotes Open Dialogue On Critical Diversity, Inclusion Issues**



The Office of Inclusion, Diversity and Equal Opportunity in 2013 introduced Viewpoint Forum, an addition to its signature program, Power of Diversity Lecture Series.

The Viewpoint Forum provides an opportunity to explore and discuss divergent viewpoints on diversity-related topics of critical concern. It features two speakers with varied views and provides ample time for questions and comments from those in attendance. The inaugural Viewpoint Forum program focused on the future of affirmative action in higher education and was held in October. It featured two local, but nationally known lawyers—Avery Friedman, civil rights lawyer, law professor and CNN legal analyst; and Peter Kirsanow, a labor and employment lawyer, former member of the National Labor Relations board and current member of the U.S. Commission on Civil Rights.

**Law Review Sponsors Civil Rights Lawyer**

“Bus Ride to Justice: A Conversation with Fred Gray” was sponsored by the CWRU Law Review. The program featured legendary civil rights lawyer and CWRU law school graduate Fred Gray, '54. Gray represented such clients as Rosa Parks, Martin Luther King, Jr. and victims of the Tuskegee syphilis experiment. Gray recently published a revised edition of his memoir, *Bus Ride to Justice*, and signed copies of the book during his October 2013 visit to campus.

**Town Hall Highlights University's Diversity Progress**

Diversity successes and challenges for CWRU's eight schools and the university as a whole were highlighted at the first Campus Diversity Town Hall meeting held in April.

The event was held to provide information to the campus community on progress being made toward fulfilling diversity goals outlined in the university's Diversity Strategic Action Plan. The plan calls for improvement in campus climate, increase in the retention and recruitment of underrepresented minority students, faculty and staff and development and leveraging of resources to advance diversity and inclusion.

University President Barbara R. Snyder provided opening remarks at the town hall, followed by an overview of the university's diversity progress by Vice President for Inclusion, Diversity and Equal Opportunity Marilyn S. Mobley, PhD. The university's eight deans (or their designated representatives) gave brief presentations on their diversity progress, followed by a question and answer period and open dialogue with those in the audience.



**Son of Migrant Worker, Quiñones Discusses His Rise To National News Anchor**

John Quiñones, ABC National News Anchor and host of the Primetime Series *What Would You Do?*, was a featured speaker during the 2013 Power of Diversity Lecture Series.

Quiñones spoke to a packed audience in October and encouraged students to follow their dreams and not let anything or anyone hinder them. He discussed his background as well as his television career. The son of migrant workers, Quiñones went on to become ABC's first Latino correspondent and a seven-time Emmy Award winner. His show, *What Would You Do?*, shows the way people react when confronted with various dilemmas, some of which deal with race, gender, ethnicity and age.

**Dinner Connects Students and Alumni**



CWRU alumni organizations joined with campus offices to sponsor an annual dinner for first-year African American students and alumni. This year, a total of 26 first-year students participated in a one-hour etiquette training session followed by a four-course meal with 12 African American alumni, representing graduating classes from the 1940s and 1950s up to the 2012. Some university staff members also attended the dinner and highlighted important campus resources that could assist students during their time at CWRU. The dinner promoted inter-generational relations and gave students an opportunity to network with alumni. A number of participants said they planned to stay in contact with one another. The dinner was sponsored by the CWRU Alumni Association, African American Alumni Association, First-Year Experience and the Office of Multicultural Affairs.

### **Cole Stresses the Importance of Diversity In Higher Education**



Nationally-known educator, scholar and anthropologist Johnnetta B. Cole, PhD, stressed the importance of diversity in higher education during a campus speech in March. Cole was on campus as part of the Office of Inclusion, Diversity and Equal Opportunity's Power of Diversity Lecture Series. She is director of the Smithsonian Institution's National Museum of African Art and served as president of Spelman College (GA) from 1987 to 1997 and Bennett College for Women (NC) from 2002-2007. Cole urged the audience to embrace and promote diversity and inclusion.

### **ADVANCING DIVERSITY THROUGH INCLUSIVE THINKING**



### **New Organization Established for Administrative Professionals**

The inaugural meeting of the Administrative Professionals Network (APN) at Case Western Reserve University was held in April with more than 50 campus staff members participating. The kick-off event featured the founding officers from The Ohio State University's administrative professionals group. The APN, sponsored in part by the CWRU Staff Advisory Council, will encourage leadership and professional development of CWRU administrative professionals as well as networking.

The organization will host bi-monthly networking events, which will feature discussions or presentations on a variety of administrative topics.

### **Program Prepares Law Students to Work Effectively in a Multicultural World**

The CWRU School of Law has taken steps to sensitize and prepare its students to work effectively with people from other cultures. In fall 2012, the Law School initiated Intercultural Lawyering Program, which is aimed at preparing students for a law profession that "has increasingly taken on an international dimension," said Kenneth Margolis, professor of law, who served as associate dean for experiential education in the Law School at the time the program was established. The program helps the international students better integrate into the Law School culture and helps American students "exhibit the type of behavior that makes the Law School environment more inclusive," Margolis said. Under the program, the Law School has hosted noon time workshops that focus on intercultural issues and has expanded its orientation and skills building program for foreign students. "The workshops have begun to sensitize our students to the issues in dealing with people from other cultures," he said.

### **NCAA Grant Aids Diversity Efforts in Athletics**



When Crystal Davis assumed her position as assistant to CWRU's athletic director in August, her arrival to campus represented a victory for both the university and for Davis. Davis' position is made possible by a National Collegiate Athletic Association's Ethnic Minority and Women's Internship Grant for Division III institutions.

The university was awarded the grant in March and conducted a national search to fill the assistant position. Davis will be on campus until May 2015. The successful grant award was due to the initiative of Karen Farrell, associate athletic director.

The grant funding enables a university to recruit a young professional woman or person of color to a two-year position in its athletic department. The program helps a school and/or office increase its diversity and gain access to a different perspective. For Davis, the grant enables her to gain valuable work experience.

In addition to her assistant duties, Davis serves as the assistant coach of the women's basketball team. She formerly served as assistant coach, women's basketball, at Wilmington College (OH).

The NCAA grant program has been in existence for more than 15 years and is very competitive. In fact, the university had applied for grant funding in the past but was unsuccessful.

### **New Program Prepares Women Faculty For Leadership Roles**



The first cohort of women in Foundations in Leadership Excellence (FLEX), a School of Medicine (SOM) professional development program, completed the training in May. The program is designed to provide training and skills development to enable talented women faculty to advance in their careers and prepare for leadership positions. FLEX offers workshops as well as coaching sessions to help women develop competencies in communication, leadership and executive presence. The program is expected to increase the number of women in leadership positions in the SOM, enabling them to go on to serve as mentors to other women. The second cohort of the program began the training in October. To date, a total of 23 women have been involved in the program. The program is directed by Sumita Khatri, MD, who holds an appointment at the SOM and is a physician at Cleveland Clinic. Other members of the FLEX team include Reena Mehra, MD, co-director; Anne DeChant, MS, MBA, program manager; and Kathie Beal, program assistant. The program is sponsored by the SOM dean's office through the SOM Office for Faculty Development and Diversity in collaboration with the Women Faculty of the School of Medicine.

## **DIVERSITY ACCOLADES**

### **CWRU Receives Higher Education Diversity Award For Second Consecutive Year**

For a second consecutive year, Case Western Reserve University was recognized for its achievement and commitment to diversity by *Insight Into Diversity*, a national diversity-focused higher education magazine. CWRU is among 56 institutions nationwide to receive the magazine's 2013 Higher Education Excellence in Diversity (HEED) award. The award is given to colleges and universities that demonstrate exemplary diversity and inclusion initiatives and achievements as well as a commitment to broadening diversity and inclusion on campus through programs; outreach; student recruitment, retention and completion; and hiring practices for faculty and staff. The university was also honored with the HEED award in 2012—the inaugural year of the award.

### **University Named "Best in Class" for Workforce Diversity for Third Consecutive Year**



For the third consecutive year, Case Western Reserve University has been named "Best in Class" for Workforce Diversity by the Commission on Economic Inclusion, a program of the Greater Cleveland Partnership. The university was honored in the nonprofit category for its efforts to recruit and retain a diverse workforce and for its diversity programming. In addition, as a result of receiving the award for three years, the university was inducted into the Commission's Hall of Fame. Inductees are organizations that have consistently demonstrated a commitment to workplace diversity and inclusion and have been multi-year winners of Best in Class awards. CWRU has received Best in Class in Workforce Diversity in the nonprofit/government category in 2010, 2011 and 2012.

## TINKHAM VEALE CONSTRUCTION PROJECT ACHIEVES SUCCESS IN ITS DIVERSITY AND INCLUSION EFFORTS



**Pictured on the Tinkham Veale construction site are, left to right, Stephen Campbell, vice president, campus planning & facilities management; Andre Bryan of APB & Associates, Inc; Marilyn S. Mobley, PhD, CWRU Vice President, Inclusion, Diversity and Equal Opportunity; and Will Gibson of APB & Associates, Inc.**

Case Western Reserve University's new Tinkham Veale University Center promises to be nothing less than state-of-the-art and cutting edge in terms of architecture and student amenities. The university's approach to addressing diversity and inclusion on this construction project is just as innovative. In teaming with two local construction contractors—Donley's Inc. as the project's construction manager at risk and APB & Associates, Inc. as construction manager for diversity inclusion—CWRU has taken an approach to maximize and ensure diversity and inclusion.

The \$50 million Tinkham Veale project is exceeding its goals related to hiring of minorities, females and local residents. Not only is the workforce side of the project thriving regarding

diversity, but the contracting side as well. The project is exceeding each of its subcontracting goals related to hiring of female and minority-owned businesses. Andre Bryan, of APB & Associates, and his team presented these positive results to CWRU's Supplier Diversity Initiative Council and the President's Cabinet. In addition, APB and Donley's have succeeded in securing opportunities for minority and women-owned business enterprises to perform on the project as prime contract holders. Providing these opportunities to local businesses will foster economic development by way of developing local small firms and affording them the opportunity to grow.

As with any construction project, there have been challenges surrounding diversity and inclusion. In certain instances, APB was called in to mitigate and provide assistance to contractors who had issues meeting the project schedule, procuring materials, or had paperwork issues—all common issues among small/diverse contractors. Ensuring that the project is not affected in a negative way by diverse or small contractors is APB's focus.

In addition to making every effort to meet and exceed the goals set forth by CWRU on the project, APB along with assistance from the Veale project team, held a mentor-protégé workshop in April and a job fair in June for students involved in local construction and other training programs. These events provided students with the opportunity to speak face-to-face with contractors on the project. The city of Cleveland has recognized CWRU, APB and Donley's for its diversity and inclusion efforts and for successfully engaging the local community on the Veale project. In September, CWRU was one of ten regional corporations and public agencies to sign a community benefits agreement with the city, pledging to set goals for hiring local and minority skilled workers and to support local training programs that help produce future skilled workers.



## BY THE NUMBERS

# 13%

of students in the 2013 incoming class are from underrepresented racial groups

# \$9.3 million

awarded by the university to minority—and women-owned businesses

# \$10,000

donated to the Diversity Champion Annual Fund within five weeks of publicly announcing the establishment of the fund through solicitation letters and electronic marketing efforts

# 17

foreign countries are represented in the fall 2013 entering class. Nearly 12% of all incoming students are from outside the United States and 75% are from outside Ohio

# 198

students, faculty and staff attended underrepresented minority annual receptions. A welcome reception is held each September and a graduation reception for underrepresented minority seniors in May. The receptions enable individuals to develop support systems and contacts with individuals from across campus. They are sponsored by the Office of Inclusion, Diversity and Equal Opportunity and the President’s Advisory Council on Minorities.

# 87

staff and faculty from across the campus have successfully completed the Train the Champion diversity program

# 5

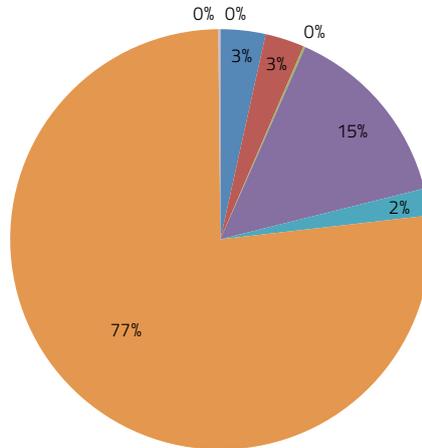
out of a possible 5 is the rating Case Western Reserve University has received from the LGBT Friendly Campus Climate/Pride Index. The national index rates college campuses on their environment and policies related to the Lesbian Gay Bisexual Transgender community

**Students, staff and faculty attended the annual minority graduation reception and welcoming reception for minorities, including (second photo, left) Vice President for Student Affairs Lou Stark and (second photo, far right) University President Barbara R. Snyder.**

## DEMOGRAPHIC SNAPSHOT

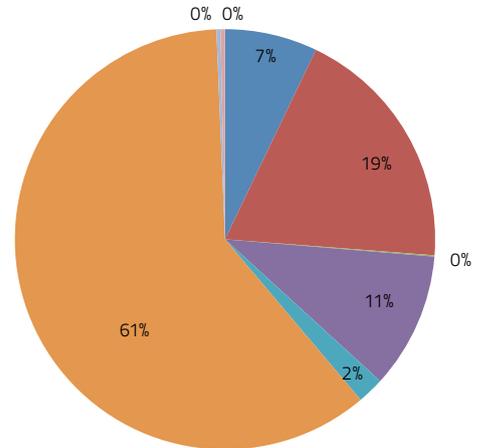


FULL-TIME FACULTY<sup>a</sup>  
TOTAL: 1,298



Male: 807 Female: 491

FULL-TIME STAFF  
TOTAL: 2,907



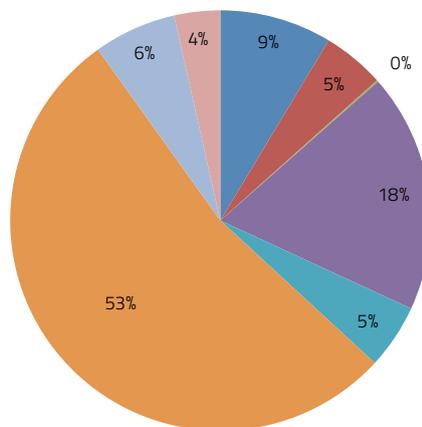
Male: 1,146 Female: 1,762

<sup>a</sup> Numbers include only those faculty who are university employees

<sup>b</sup> U.S. citizens and permanent residents identified as African American, Native American, Hispanic/Latino, Asian, Native Hawaiian or Other Pacific Islander, or multiracial

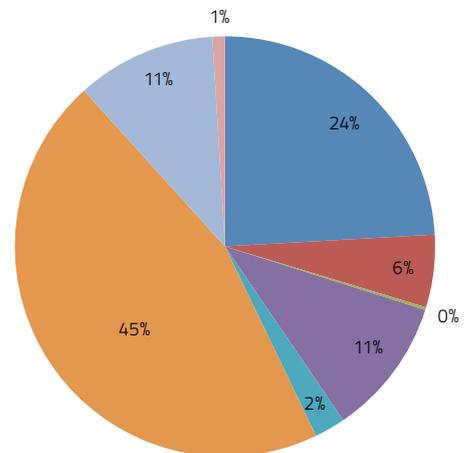
Sources: Faculty Database, Office of the Provost; Human Resources; Registrar

UNDERGRADUATE STUDENTS  
TOTAL: 4,661



Male: 2,555 Female: 2,106

GRADUATE & PROFESSIONAL STUDENTS  
TOTAL: 5,664



Male: 2,676 Female: 2,988

# THE OFFICE OF INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY

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